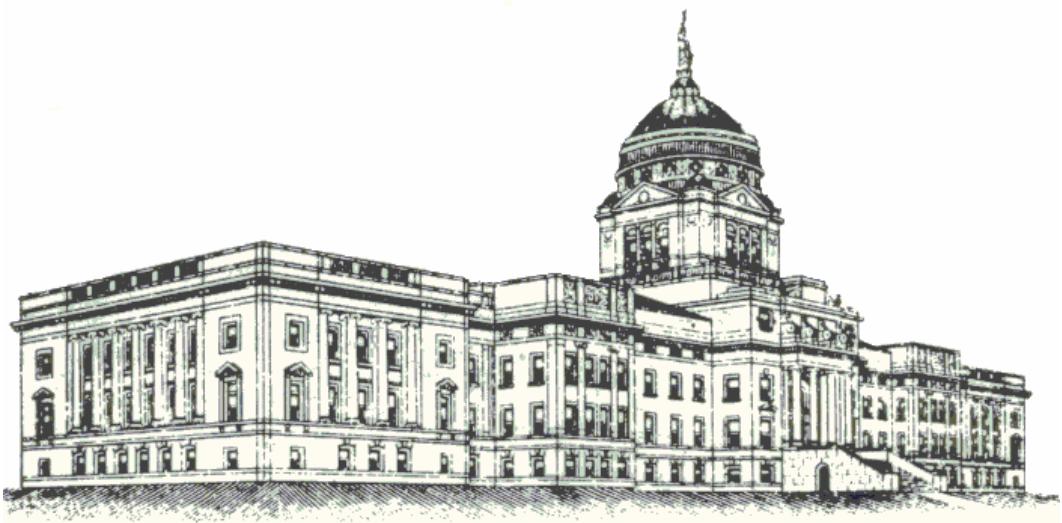


Employee Profile

State of Montana



**Department of Administration
State Personnel Division**

January 20, 2005

TABLE OF CONTENTS

INTRODUCTION.....	1
STATE GOVERNMENT ORGANIZATION CHARTS	2
CHAPTER I	
OVERVIEW OF STATE EMPLOYEES	4
REPORTS BY DEPARTMENT	
NUMBER OF EMPLOYEES.....	6
MALE AND FEMALE EMPLOYEES	7
MINORITY EMPLOYEES	8
AVERAGE AGE OF MALE AND FEMALE EMPLOYEES	9
VACATION LEAVE FOR EMPLOYEES	10
SICK LEAVE FOR EMPLOYEES	11
COMPENSATORY TIME FOR NON-EXEMPT EMPLOYEES	12
COMPENSATORY TIME FOR EXEMPT EMPLOYEES.....	13
LENGTH OF SERVICE FOR EMPLOYEES.....	14
CHAPTER II - EQUAL EMPLOYMENT OPPORTUNITY AND CLASSIFICATION AND PAY PROGRAMS.....	15
TABLE A – ANNUAL COMPARISON BY EEO (OCCUPATIONAL) CATEGORY (REGULAR EMPLOYEES ONLY)	15
REPORTS	
EMPLOYEES BY EEO (OCCUPATIONAL) CATEGORY.....	16
AVERAGE ANNUAL PAY OF MALE/FEMALE BY EEO CATEGORY	
BROADBAND PAY PLAN 020.....	17
JUDICIAL BRANCH 030	17
STATEWIDE CLASSIFIED PAY PLAN 060.....	18
EXEMPT (FROM CLASSIFICATION) PAY PLAN 061	18
BLUE COLLAR PAY PLAN 062.....	19
LEGISLATIVE SERVICES PAY PLAN 063.....	19
TEACHERS PAY PLAN 064.....	20
STATE FUND PAY PLAN 065.....	20
MEDICAL PROFESSIONALS PAY PLAN 067	21
INFORMATION TECHNOLOGY AND ENGINEERING PAY PLAN 068	21

AVERAGE ANNUAL PAY BY GRADE OR BAND	
BROADBAND PAY PLAN 020.....	22
JUDICIAL BRANCH 030	22
STATEWIDE CLASSIFIED PAY PLAN 060.....	23
EXEMPT (FROM CLASSIFICATION) PAY PLAN 061	23
BLUE COLLAR PAY PLAN 062.....	24
LEGISLATIVE SERVICES PAY PLAN 063.....	24
TEACHERS PAY PLAN 064.....	25
STATE FUND PAY PLAN 065.....	25
MEDICAL PROFESSIONALS PAY PLAN 067	26
INFORMATION TECHNOLOGY AND ENGINEERING PAY PLAN 068	26
NEW HIRES – REHIRES – TRANSFERS – TERMINATIONS BY EEO CATEGORY	27
WORKFORCE ANALYSIS SUMMARY.....	28
LABOR RELATIONS STATUS REPORT.....	30

INTRODUCTION

The Department of Administration encourages and exercises leadership in the development of effective personnel administration for agencies in State government. The Department fosters and develops programs for recruitment and selection of capable persons for permanent, seasonal, temporary, and other types of positions and for the improvement of employee effectiveness.¹

The Department, also, develops a personnel classification plan for state positions and classes of positions in state service, and administers a market-based compensation system necessary to attract and retain competent and qualified employees.²

The Employee Profile answers the most frequently asked questions about state employees. The profile also serves to report to the Governor on the status of the Equal Employment Opportunity (EEO) program, required by Executive Order 24-81.

Chapter I contains general statistical information about state employees in Executive, Legislative and Judicial Branches of government (see organizational charts), such as the number of employees by agency, regular versus temporary/seasonal employees, employee leave information and EEO status (race, sex and age) by agency.

Chapter II contains information on the Equal Employment Opportunity and Classification and Pay Programs and includes information on employee compensation by pay plan and EEO (occupational) category.

The Employee Profile covers the period from January 1, 2004 to December 31, 2004 for reports showing new hires, transfers, terminations and leave taken for vacation, sick and compensatory time. Other reports are a snapshot of the workforce as of the 2005 date on the report. The last Employee Profile was produced March 2, 2004.

For further information on these topics, contact Linda Davis, State EEO and SABHRS HR Program Coordinator at (406) 444-3796, e-mail ldavis@state.mt.us or mail to:

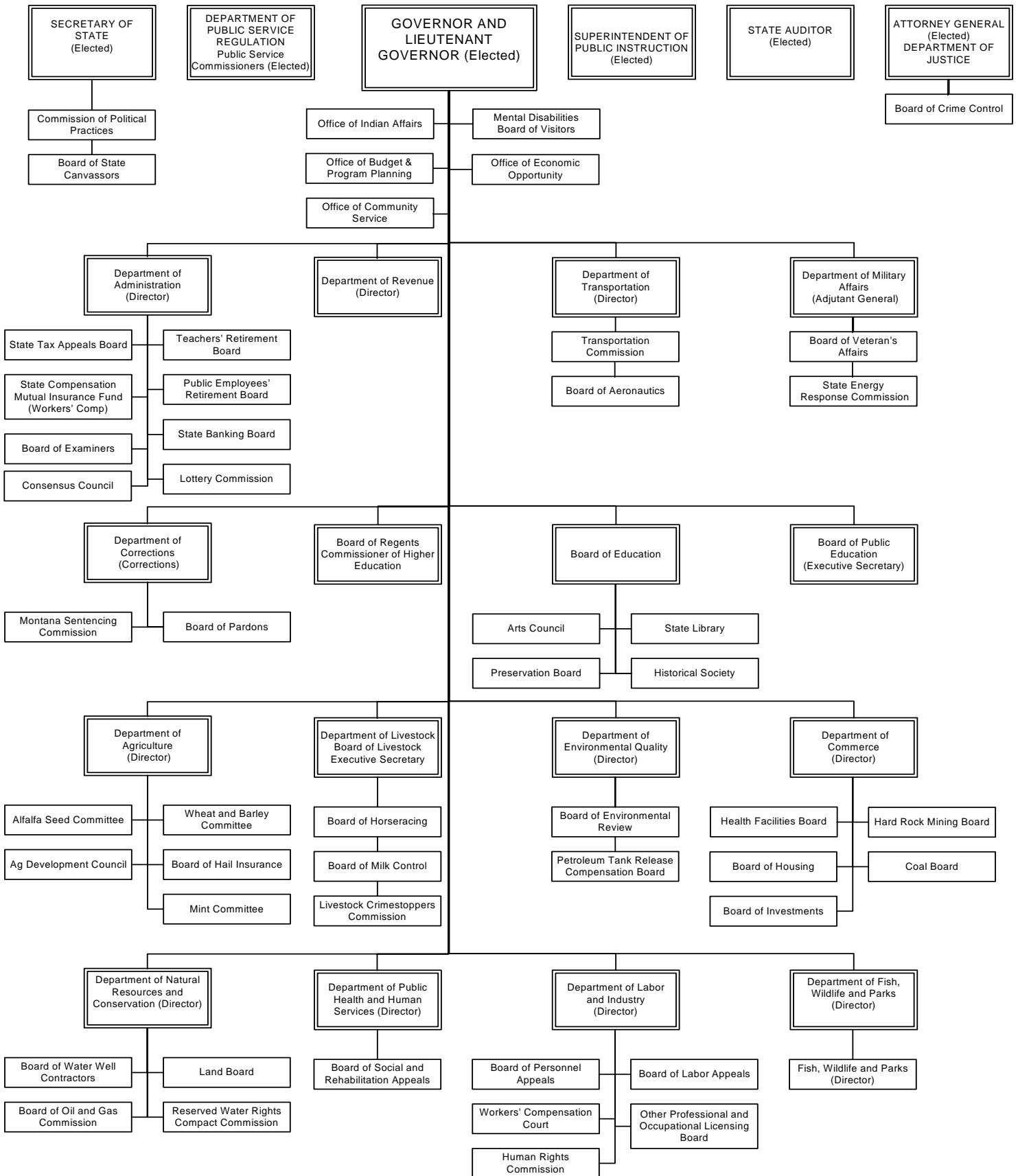
Department of Administration
State Personnel Division
P.O. Box 200127
Helena, MT 59620-0127

NOTE: Alternative Accessible Formats of this report will be provided on request. Persons who need an alternative format should contact the State Personnel Division, Department of Administration, 125 N. Roberts St., PO BOX 200127, Helena, MT 59620-0127. Telephone 406-444-3871. Those using a TTY may call through the Montana Relay Service at 711.

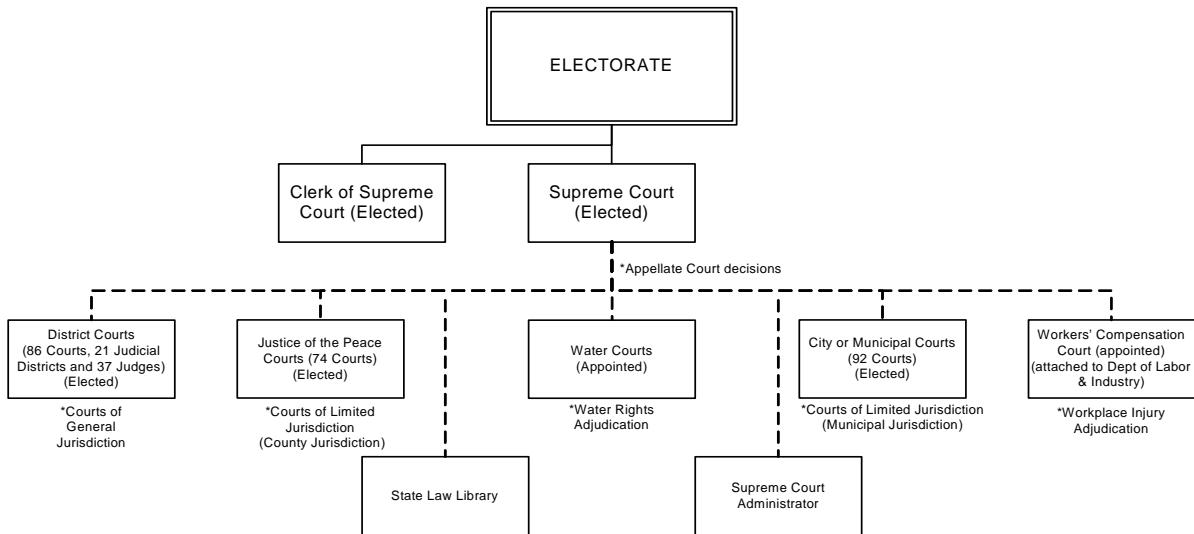
1 Statutory authority is found at Montana Codes Annotated, Section 2-18-102.

2 Statutory authority is found at Montana Codes Annotated, Sections 2-18-201 and 2-18-301.

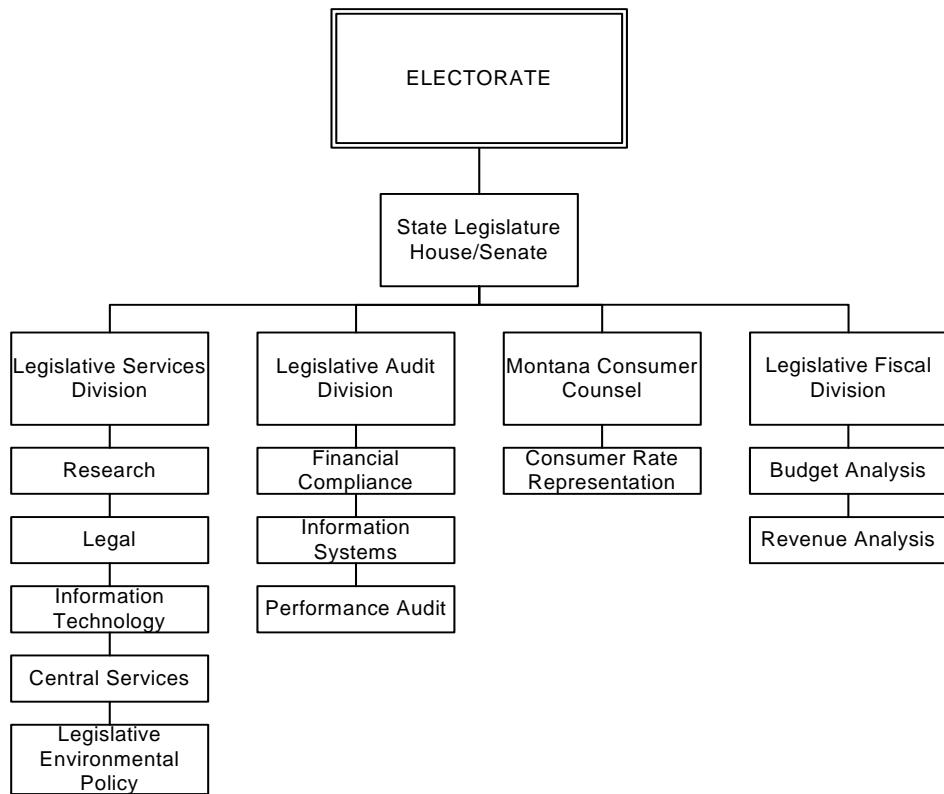
MONTANA EXECUTIVE BRANCH



MONTANA JUDICIAL BRANCH



MONTANA LEGISLATIVE BRANCH



CHAPTER I

OVERVIEW OF STATE EMPLOYEES

State employees, for the purpose of this overview, are all employees in the executive, judicial and legislative branches of government, except university system employees and legislators.

Total Employees - 13,478

regular - 11,985 temporary - 1,493 male - 6,956 female - 6,520

average age - 46 for men - 46 for women - 46

Minority Employees - 441 American Indian - 267 Other Minorities - 174

Total Vacation Leave Accrued -

1,893,955.53 hours

Average balance per employee - 150.22 hours

Average taken per employee - 108.80 hours

(For example, the amount of vacation leave credits available to a full-time employee who has worked for the State 10 years or less is 15 working days per year or 120 hours per year.)

Total Sick Leave Accrued -

3,887,065.89 hours

Average balance per employee - 307.11 hours

Average taken per employee - 59.51 hours

(For example, the amount of sick leave credits available to a full-time employee is 12 working days per year or 96 hours per year.)

Total Non-Exempt Compensatory Time Accrued -

172,509.62 hours

Average balance per employee - 34.52 hours

Average taken per employee - 42.77 hours

Total Exempt Compensatory Time Accrued -

131,269.12 hours

Average balance per employee - 64.89 hours

Average taken per employee - 79.93 hours

Average Length of Service in State Government - 11.37 years

Average Salary for Regular Employees- Hourly - \$16.76 Annual Salary - \$34,864
These are **weighted averages** using all pay plans.

Average for women: Hourly - \$15.01 Annual Salary - \$31,220

Average for men: Hourly - \$18.46 Annual Salary - \$38,388

**STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM**

EMPLOYEE INFORMATION

These tables provide facts and figures that describes the state workforce. They includes employees in the executive, judicial and legislative branches of government, except university system employees and legislators.

AVERAGE STATE EMPLOYEE

	Age	Years of Service	Hourly Salary	Annual Salary	Actual Increase
January-05	46	11.37	\$16.76	\$34,864.00	1.02%
March-04	46	11.30	\$16.59	\$34,512.00	1.53%
January-03	45	11.24	\$16.34	\$33,981.00	4.95%
*March-02	45	11.14	\$15.57	\$32,390.00	11.13%
January-99	43	9.58	\$14.01	\$29,151.00	4.63%
January-98	43	9.40	\$13.39	\$27,846.00	2.45%
January-97	42	8.97	\$13.07	\$27,187.00	7.13%
January-96	42	8.71	\$12.20	\$25,375.00	5.35%
March-95	41	8.04	\$11.58	\$24,092.00	

*Data not produced in 2000 and 2001.

SALARY DISTRIBUTION

State Employee Salary Distribution	Number of Employees	Percent
up to \$15,000	17	0.14%
\$15,000 to \$20,000	860	7.16%
\$20,000 to \$25,000	1454	12.10%
\$25,000 to \$30,000	1737	14.46%
\$30,000 to \$35,000	2278	18.96%
\$35,000 to \$40,000	1985	16.53%
\$40,000 to \$45,000	1307	10.88%
\$45,000 to \$50,000	786	6.54%
\$50,000 to \$55,000	598	4.98%
\$55,000 to \$60,000	304	2.53%
\$60,000 to \$65,000	196	1.63%
\$65,000 to \$70,000	154	1.28%
\$70,000 to \$75,000	81	0.67%
\$75,000 to \$80,000	73	0.61%
\$80,000 to \$85,000	51	0.42%
\$85,000 to \$90,000	62	0.52%
\$90,000 to \$95,000	14	0.12%
\$95,000 to \$100,000	14	0.12%
\$100,000 to \$105,000	3	0.02%
\$105,000 to \$187,000	37	0.31%
	12011	100.00%

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
NUMBER OF EMPLOYEES BY DEPARTMENT AS OF 1/20/2005

Department	Number of Employees		
	Total*	Regular**	Temporary/Seasonal***
Administration	527	509	18
Agriculture	102	87	15
Board of Public Education	4	4	0
Commerce	173	172	1
Commissioner/Higher Education	102	96	6
Consumer Council	4	4	0
Corrections	1,119	1,095	24
Environmental Quality	395	384	11
Fish, Wildlife, & Parks	1,172	695	477
Governor's Office	57	54	3
Judiciary	398	390	8
Justice	772	755	17
Labor & Industry	820	786	34
Legislative Branch	281	120	161
Livestock	147	139	8
Military Affairs	182	171	11
Montana Arts Council	9	8	1
Montana Historical Society	81	66	15
Montana State Library	39	37	2
Natural Resources & Conservation	486	426	60
Office of Public Instruction	193	160	33
Political Practices	4	4	0
Public Health & Human Services	2,956	2,781	175
Public Service Commission	38	37	1
Revenue	603	561	42
School for Deaf & Blind	184	115	69
Secretary of State	47	43	4
State Auditor	72	71	1
State Fund	252	248	4
Transportation	2,259	1,967	292
State Totals:	13,478	11,985	1,493

* Includes data from all state employees except university system employees and legislators.

** Includes full-time and part-time regular employees.

*** Includes full-time and part-time temporary, seasonal, and short term employees.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
MALE AND FEMALE EMPLOYEES BY DEPARTMENT AS OF 1/21/2005

Department	Employees *			Regular **			Temporary/Seasonal ***		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Administration	527	265	262	509	262	247	18	3	15
Agriculture	102	46	56	87	34	53	15	12	3
Board of Public Education	4	2	2	4	2	2	0	0	0
Commerce	173	72	101	172	72	100	1	0	1
Commissioner/Higher Education	102	29	73	96	26	70	6	3	3
Consumer Council	4	2	2	4	2	2	0	0	0
Corrections	1,119	717	402	1,095	704	391	24	13	11
Environmental Quality	395	223	172	384	218	166	11	5	6
Fish, Wildlife, & Parks	1,172	805	366	695	524	171	477	281	195
Governor's Office	57	32	25	54	30	24	3	2	1
Judiciary	398	144	254	390	143	247	8	1	7
Justice	772	430	342	755	421	334	17	9	8
Labor & Industry	820	309	511	786	302	484	34	7	27
Legislative Branch	281	98	183	120	52	68	161	46	115
Livestock	147	94	53	139	86	53	8	8	0
Military Affairs	182	131	51	171	123	48	11	8	3
Montana Arts Council	9	0	9	8	0	8	1	0	1
Montana Historical Society	81	37	44	66	30	36	15	7	8
Montana State Library	39	17	22	37	15	22	2	2	0
Natural Resources & Conservation	486	337	149	426	287	139	60	50	10
Office of Public Instruction	193	59	134	160	43	117	33	16	17
Political Practices	4	1	3	4	1	3	0	0	0
Public Health & Human Services	2,956	844	2,111	2,781	739	2,042	175	105	69
Public Service Commission	38	22	16	37	22	15	1	0	1
Revenue	603	202	401	561	187	374	42	15	27
School for Deaf & Blind	184	35	149	115	25	90	69	10	59
Secretary of State	47	14	33	43	13	30	4	1	3
State Auditor	72	26	46	71	26	45	1	0	1
State Fund	252	91	161	248	89	159	4	2	2
Transportation	2,259	1,872	387	1,967	1,618	349	292	254	38
State Totals:	13,478	6,956	6,520	11,985	6,096	5,889	1,493	860	631

* Includes data from all state employees except university system employees and legislators.

** Includes full-time and part-time regular employees.

*** Includes full-time and part-time temporary, seasonal, and short term employees.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
MINORITY EMPLOYEES BY DEPARTMENT AS OF 1/20/2005

Department	Employees *			Regular **		Temporary/Seasonal ***	
	Total	American Indian	Other Minorities	American Indian	Other Minorities	American Indian	Other Minorities
Administration	527	5	6	4	6	1	0
Agriculture	102	3	1	2	1	1	0
Board of Public Education	4	0	0	0	0	0	0
Commerce	173	2	0	2	0	0	0
Commissioner/Higher Education	102	15	1	14	1	1	0
Consumer Council	4	0	0	0	0	0	0
Corrections	1,119	13	12	13	12	0	0
Environmental Quality	395	4	6	4	6	0	0
Fish, Wildlife, & Parks	1,172	1	2	1	2	0	0
Governor's Office	57	3	0	3	0	0	0
Judiciary	398	2	1	2	1	0	0
Justice	772	11	14	11	14	0	0
Labor & Industry	820	27	14	19	13	8	1
Legislative Branch	281	1	0	0	0	1	0
Livestock	147	0	0	0	0	0	0
Military Affairs	182	0	0	0	0	0	0
Montana Arts Council	9	0	0	0	0	0	0
Montana Historical Society	81	1	0	1	0	0	0
Montana State Library	39	0	1	0	1	0	0
Natural Resources & Conservation	486	4	4	4	4	0	0
Office of Public Instruction	193	4	5	3	5	1	0
Political Practices	4	0	0	0	0	0	0
Public Health & Human Services	2,956	94	64	88	61	6	3
Public Service Commission	38	0	0	0	0	0	0
Revenue	603	9	5	8	5	1	0
School for Deaf & Blind	184	0	3	0	3	0	0
Secretary of State	47	0	1	0	1	0	0
State Auditor	72	1	0	1	0	0	0
State Fund	252	1	10	1	10	0	0
Transportation	2,259	66	24	57	23	9	1
State Totals:	13,478	267	174	238	169	29	5

* Includes data from all state employees except university system employees and legislators.

** Includes full-time and part-time regular employees.

*** Includes full-time and part-time temporary, seasonal, and short term employees.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
AVERAGE AGE OF MALE/FEMALE EMPLOYEES BY DEPARTMENT AS OF 1/20/2005

Department	Employees* Average Age	Regular** Average Age	Temporary/ Seasonal*** Average Age	Male Average Age	Female Average Age
Administration	47	47	54	46	47
Agriculture	44	44	45	46	43
Board of Public Education	43	43	0	51	36
Commerce	47	47	36	46	48
Commissioner/Higher Education	43	43	46	42	44
Consumer Council	53	53	0	57	49
Corrections	44	44	41	45	43
Environmental Quality	46	46	42	47	44
Fish, Wildlife, & Parks	44	45	43	45	43
Governor's Office	46	45	53	44	47
Judiciary	47	47	52	48	46
Justice	45	45	44	44	45
Labor & Industry	49	49	45	51	47
Legislative Branch	43	44	42	43	43
Livestock	49	49	47	48	50
Military Affairs	46	46	45	46	44
Montana Arts Council	50	50	53	0	50
Montana Historical Society	47	48	42	48	46
Montana State Library	45	46	25	44	45
Natural Resources & Conservation	47	48	39	47	46
Office of Public Instruction	51	50	56	52	50
Political Practices	32	32	0	36	30
Public Health & Human Services	47	47	41	47	46
Public Service Commission	50	50	67	53	47
Revenue	46	47	40	48	45
School for Deaf & Blind	44	45	44	40	45
Secretary of State	46	45	58	46	46
State Auditor	48	48	71	50	47
State Fund	46	46	58	47	45
Transportation	46	46	44	46	44
State Totals:	46	46	43	46	46

* Includes data from all state employees except university system employees and legislators.

** Includes full-time and part-time regular employees.

*** Includes full-time and part-time temporary, seasonal, and short term employees.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
VACATION LEAVE FOR EMPLOYEES BY DEPARTMENT AS OF 1/19/2005

Department	Current Vacation Leave*			Vacation Leave Taken**		
	Employees	Total Balance	Average	Employees	Total Taken	Average
Administration	501	83,401.46	166.47	500	61,143.71	122.29
Agriculture	101	15,779.68	156.23	105	9,226.31	87.87
Board of Public Education	3	859.73	286.58	3	364.00	121.33
Commerce	170	26,471.36	155.71	170	19,533.81	114.90
Commissioner/Higher Education	101	12,579.19	124.55	101	10,447.79	103.44
Consumer Council	4	1,370.10	342.52	5	570.50	114.10
Corrections	1,111	153,465.53	138.13	1,118	115,709.05	103.50
Environmental Quality	385	54,842.89	142.45	383	41,847.19	109.26
Fish, Wildlife & Parks	947	165,346.75	174.60	968	75,293.77	77.78
Governor's Office	52	5,276.10	101.46	49	4,598.91	93.86
Judiciary	355	47,577.73	134.02	350	34,224.67	97.78
Justice	710	118,805.93	167.33	716	79,984.95	111.71
Labor & Industry	813	113,842.34	140.03	818	97,765.27	119.52
Legislative Branch	142	22,167.87	156.11	135	13,754.74	101.89
Livestock	143	27,160.04	189.93	144	16,559.03	114.99
Military Affairs	180	26,672.39	148.18	179	16,913.00	94.49
Montana Arts Council	9	1,636.11	181.79	9	784.40	87.16
Montana Historical Society	76	11,379.51	149.73	76	8,416.95	110.75
Montana State Library	34	3,375.53	99.28	34	4,005.00	117.79
Natural Resources & Conservation	459	84,210.17	183.46	459	52,434.31	114.24
Office of Public Instruction	185	29,189.67	157.78	190	17,236.50	90.72
Political Practices	4	311.81	77.95	3	165.00	55.00
Public Health & Human Services	2,801	388,367.58	138.65	2,782	318,118.24	114.35
Public Service Commission	36	6,788.34	188.57	33	4,718.26	142.98
Revenue	581	80,394.98	138.37	578	68,881.56	119.17
School for Deaf & Blind	113	3,595.03	31.81	111	3,999.03	36.03
Secretary of State	47	6,876.19	146.30	48	5,392.00	112.33
State Auditor	67	10,057.51	150.11	69	7,272.75	105.40
State Fund	249	41,551.38	166.87	252	29,392.44	116.64
Transportation	2,229	350,602.62	157.29	2,217	252,711.49	113.99
State Totals:	12,608	1,893,955.53	150.22	12,605	1,371,464.61	108.80

* Active employees with balance greater than zero.

** Active employees with time taken in last calendar year.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
SICK LEAVE FOR EMPLOYEES BY DEPARTMENT AS OF 1/19/2005

Department	Current Sick Leave*			Sick Leave Taken**		
	Employees	Total Balance	Average	Employees	Total Taken	Average
Administration	501	191,200.58	381.64	500	29,393.99	58.79
Agriculture	101	32,983.15	326.57	105	3,859.02	36.75
Board of Public Education	3	2,664.64	888.21	3	155.00	51.67
Commerce	170	49,452.33	290.90	170	10,785.36	63.44
Commissioner/Higher Education	101	19,821.69	196.25	101	10,469.18	103.66
Consumer Council	4	3,086.01	771.50	5	366.50	73.30
Corrections	1,111	290,038.48	261.06	1,118	74,261.32	66.42
Environmental Quality	385	94,614.94	245.75	383	26,927.93	70.31
Fish, Wildlife & Parks	948	513,451.88	541.62	969	22,056.74	22.76
Governor's Office	52	12,331.16	237.14	49	2,050.50	41.85
Judiciary	354	101,375.54	286.37	349	17,596.99	50.42
Justice	711	245,269.57	344.96	718	38,858.16	54.12
Labor & Industry	813	221,562.99	272.53	818	55,490.31	67.84
Legislative Branch	143	53,907.48	376.98	135	6,995.67	51.82
Livestock	143	87,516.84	612.01	144	6,133.37	42.59
Military Affairs	180	59,319.20	329.55	179	9,970.70	55.70
Montana Arts Council	9	2,254.76	250.53	9	576.17	64.02
Montana Historical Society	76	23,962.20	315.29	76	3,299.85	43.42
Montana State Library	34	6,239.65	183.52	34	1,674.50	49.25
Natural Resources & Conservation	459	198,429.31	432.31	459	25,123.28	54.73
Office of Public Instruction	187	57,932.00	309.80	192	8,534.20	44.45
Political Practices	4	1,063.12	265.78	4	262.00	65.50
Public Health & Human Services	2,801	642,095.24	229.24	2,777	186,587.62	67.19
Public Service Commission	37	16,049.72	433.78	34	2,161.10	63.56
Revenue	581	130,960.74	225.41	578	39,380.07	68.13
School for Deaf & Blind	157	40,016.24	254.88	155	6,663.29	42.99
Secretary of State	47	6,980.57	148.52	48	3,445.50	71.78
State Auditor	67	16,021.16	239.12	69	4,348.25	63.02
State Fund	249	58,828.98	236.26	252	16,151.31	64.09
Transportation	2,229	707,635.72	317.47	2,217	139,170.71	62.77
State Totals:	12,657	3,887,065.89	307.11	12,650	752,748.57	59.51

* Active employees with balance greater than zero.

** Active employees with time taken in last calendar year.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
COMPENSATORY TIME FOR NON-EXEMPT EMPLOYEES BY DEPARTMENT AS OF 1/19/2005

Department	Current Compensatory Time*			Compensatory Time Taken**		
	Employees	Total Balance	Average	Employees	Total Taken	Average
Administration	194	5,892.69	30.37	193	6,479.80	33.57
Agriculture	51	777.63	15.25	51	1,597.25	31.32
Board of Public Education	2	194.09	97.05	2	248.50	124.25
Commerce	96	2,258.71	23.53	100	3,935.31	39.35
Commissioner/Higher Education	50	1,307.81	26.16	50	2,085.55	41.71
Consumer Council	0	0.00	0.00	0	0.00	0.00
Corrections	281	4,456.29	15.86	272	13,847.14	50.91
Environmental Quality	202	4,096.04	20.28	210	11,568.83	55.09
Fish, Wildlife & Parks	332	7,973.44	24.02	347	20,522.45	59.14
Governor's Office	5	64.63	12.93	6	113.88	18.98
Judiciary	61	1,514.44	24.83	61	1,615.00	26.48
Justice	397	17,788.68	44.81	398	13,683.38	34.38
Labor & Industry	332	7,536.73	22.70	334	7,494.05	22.44
Legislative Branch	7	225.30	32.19	5	257.50	51.50
Livestock	84	7,157.56	85.21	85	5,628.40	66.22
Military Affairs	109	4,663.96	42.79	110	7,587.75	68.98
Montana Arts Council	1	24.89	24.89	1	109.93	109.93
Montana Historical Society	28	1,616.32	57.73	28	1,795.48	64.12
Montana State Library	12	61.45	5.12	13	564.35	43.41
Natural Resources & Conservation	48	478.12	9.96	46	1,681.54	36.56
Office of Public Instruction	45	2,314.26	51.43	47	2,120.33	45.11
Political Practices	2	162.00	81.00	2	266.00	133.00
Public Health & Human Services	1,026	31,621.35	30.82	1,029	36,732.95	35.70
Public Service Commission	14	334.03	23.86	14	102.25	7.30
Revenue	287	7,303.31	25.45	281	14,480.35	51.53
School for Deaf & Blind	14	194.31	13.88	14	320.25	22.88
Secretary of State	22	391.46	17.79	22	349.00	15.86
State Auditor	20	238.21	11.91	19	874.50	46.03
State Fund	55	982.51	17.86	54	641.88	11.89
Transportation	1,220	60,879.40	49.90	1,211	57,372.85	47.38
State Totals:	4,997	172,509.62	34.52	5,005	214,076.45	42.77

* Active employees with balance greater than zero.

** Active employees with time taken in last calendar year.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
COMPENSATORY TIME FOR EXEMPT EMPLOYEES BY DEPARTMENT AS OF 1/19/2005

Department	Compensatory Time Balance*			Compensatory Time Taken**		
	Employees	Total Balance	Average	Employees	Total Taken	Average
Administration	112	5,974.40	53.34	113	6,282.20	55.59
Agriculture	27	1,308.50	48.46	27	2,194.25	81.27
Board of Public Education	1	184.50	184.50	1	86.00	86.00
Commerce	28	1,520.60	54.31	26	2,535.00	97.50
Commissioner/Higher Education	16	1,834.40	114.65	14	1,301.70	92.98
Consumer Council	4	182.50	45.63	4	379.00	94.75
Corrections	115	9,526.90	82.84	119	8,085.05	67.94
Environmental Quality	120	5,581.78	46.51	121	7,663.67	63.34
Fish, Wildlife & Parks	273	33,159.14	121.46	275	39,380.40	143.20
Governor's Office	30	1,347.75	44.93	24	3,420.55	142.52
Judiciary	69	4,803.25	69.61	70	9,967.35	142.39
Justice	89	3,893.80	43.75	91	4,997.85	54.92
Labor & Industry	44	2,981.60	67.76	43	2,788.50	64.85
Legislative Branch	95	8,905.97	93.75	93	9,240.30	99.36
Livestock	16	1,009.25	63.08	15	518.00	34.53
Military Affairs	17	1,034.25	60.84	17	1,600.00	94.12
Montana Arts Council	5	1,508.30	301.66	5	850.50	170.10
Montana Historical Society	12	786.00	65.50	14	512.00	36.57
Montana State Library	7	200.80	28.69	7	570.50	81.50
Natural Resources & Conservation	223	9,151.21	41.04	235	16,619.00	70.72
Office of Public Instruction	71	5,910.23	83.24	71	8,212.83	115.67
Political Practices	1	49.50	49.50	1	215.25	215.25
Public Health & Human Services	410	16,393.72	39.98	403	20,546.36	50.98
Public Service Commission	14	762.90	54.49	14	446.50	31.89
Revenue	49	2,472.45	50.46	48	2,560.00	53.33
School for Deaf & Blind	26	314.05	12.08	27	179.10	6.63
Secretary of State	7	904.87	129.27	6	444.00	74.00
State Auditor	20	674.90	33.75	20	1,188.25	59.41
State Fund	9	199.00	22.11	9	76.50	8.50
Transportation	113	8,692.60	76.93	115	9,236.00	80.31
State Totals:	2,023	131,269.12	64.89	2,028	162,096.61	79.93

* Active employees with balance greater than zero.

** Active employees with time taken in last calendar year.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
LENGTH OF SERVICE FOR EMPLOYEES BY DEPARTMENT
AS OF 1/20/2005

Department	Number of Employees*	Average Length of Service In State Government**
Administration	511	12.25
Agriculture	101	9.03
Board of Public Education	3	13.70
Commerce	175	10.88
Commissioner/Higher Education	104	8.23
Consumer Council	4	18.66
Corrections	1,136	10.02
Environmental Quality	389	9.98
Fish, Wildlife, & Parks	996	10.27
Governor's Office	54	8.61
Judiciary	371	9.93
Justice	721	11.99
Labor & Industry	818	11.65
Legislative Branch	151	11.90
Livestock	145	13.77
Military Affairs	181	9.60
Montana Arts Council	9	7.63
Montana Historical Society	77	10.48
Montana State Library	34	12.28
Natural Resources & Conservation	485	13.00
Office of Public Instruction	191	11.87
Political Practices	4	7.10
Public Health & Human Services	2,855	12.08
Public Service Commission	38	15.00
Revenue	594	11.30
School for Deaf & Blind	161	7.30
Secretary of State	48	8.01
State Auditor	67	10.96
State Fund	251	9.51
Transportation	2,274	12.06
<hr/>		
State Totals:	12,948	11.37

* Includes data from all state employees except university system employees and legislators.

** Includes earned service time from other jurisdictions such as city or county employment.

CHAPTER II

EQUAL EMPLOYMENT OPPORTUNITY AND CLASSIFICATION AND PAY PROGRAMS

In 1981, the State of Montana affirmed its commitment to fair employment practices with the Governor's Executive Order 24-81. This Executive Order commits the executive branch of government to an Equal Employment Opportunity (EEO) program. The program objective was to "eliminate discrimination in personnel salaries and procedures, job structuring and classification, hiring, firing, promoting and training." The Department of Administration is required to implement and maintain the program.

Table A compares statistics for this year to 2004.

TABLE A State of Montana By EEO Category and Historically Underrepresented Groups Regular Employees Only Comparing February 5, 2004 to January 20, 2005						
EEO Category	Total Numbers		Female		Minorities	
	2004	2005	2004	2005	2004	2005
Officials/Administrators	985	1,082	345	351	16	19
Professionals	5,308	5,807	2,617	3,000	152	176
Technicians	2,016	1,739	1,434	1,281	82	63
Protective Service	916	829	115	103	32	25
Paraprofessional	593	531	385	340	29	30
Office/Clerical	732	716	661	634	31	27
Skilled Craft	767	851	39	30	48	41
Service/Maintenance	440	430	145	150	26	26
State Totals	11,757	11,985	5,741	5,889	416	407

As part of the Classification and Pay Program, the State operates the following pay plans: Broadband, Statewide Classified, Exempt (exempt from classification and pay), Blue Collar, Legislative Services, Teachers, State Fund, Medical Professional, Information Technology and Engineering. Compensation information by pay plan is found on Reports: Pay-006 and Pay-008 on this Profile.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
EMPLOYEES BY EEO CATEGORY
AS OF 1/20/2005

EEO Category	Employees		
	Employees*	Regular**	Temporary/Seasonal***
Officials/Administrators	1,095	1,082	13
Professionals	6,019	5,807	212
Technicians	2,096	1,739	357
Protective Service	840	829	11
Paraprofessionals	600	531	69
Office/Clerical	1,045	716	329
Skilled Craft	1,107	851	256
Service Maintenance	676	430	246
State Totals:	13,478	11,985	1,493

HISTORICALLY UNDERREPRESENTED GROUPS
FOR REGULAR EMPLOYEES ONLY
AS OF 1/20/2005

EEO Category	Employees		
	Total	Female	Minority
Officials/Administrators	1,082	351	19
Professionals	5,807	3,000	176
Technicians	1,739	1,281	63
Protective Service	829	103	25
Paraprofessionals	531	340	30
Office/Clerical	716	634	27
Skilled Craft	851	30	41
Service Maintenance	430	150	26
State Totals:	11,985	5,889	407

* Includes data from all state employees except university system employees and legislators.

** Includes full-time and part-time regular employees.

*** Includes full-time and part-time temporary, seasonal, and short term employees.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
AVERAGE ANNUAL PAY BY EEO CATEGORY*
REGULAR, SEASONAL AND TEMPORARY EMPLOYEES**
1/26/2005

Broadband Pay Plan 020

EEO Category	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Officials/Administrators	539	60,184.37	413	60,807.85	126	58,140.74
Professionals	2,904	41,179.71	1,853	42,270.01	1,051	39,257.43
Technicians	1,167	24,529.70	526	24,176.16	640	24,832.35
Protective Service	797	31,500.02	696	31,995.95	101	28,082.55
Paraprofessionals	30	24,190.18	23	24,401.47	7	23,495.92
Office/Clerical	289	21,870.26	48	21,442.01	241	21,955.55
Skilled Craft	172	29,265.48	156	29,957.36	16	22,519.71
Service Maintenance	238	24,952.51	165	27,941.17	73	18,197.32
TOTALS:	6,136	36,469.28	3,880	38,479.36	2,255	33,019.43

Judicial Branch 030

EEO Category	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Officials/Administrators	51	48,659.99	19	46,852.17	32	49,733.38
Professionals	140	33,969.09	62	34,635.77	78	33,439.16
Technicians	54	36,847.65	16	37,434.14	38	36,600.71
Protective Service	6	21,440.94	5	21,569.13	1	20,800.00
Paraprofessionals	28	31,569.35	0	0.00	28	31,569.35
Office/Clerical	67	25,893.93	0	0.00	67	25,893.93
TOTALS:	346	34,608.63	102	36,709.81	244	33,730.27

* Based on a 40-hour work week.

** Includes data from all state employees except university system employees and legislators.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
AVERAGE ANNUAL PAY BY EEO CATEGORY*
REGULAR, SEASONAL AND TEMPORARY EMPLOYEES**
1/26/2005

Statewide Classified Pay Plan 060

EEO Category	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Officials/Administrators	259	54,254.71	127	56,304.68	132	52,282.39
Professionals	2,383	34,965.37	706	36,185.35	1,677	34,451.77
Technicians	786	23,734.82	105	23,199.81	681	23,817.31
Protective Service	31	34,520.13	28	35,470.75	3	25,647.63
Paraprofessionals	481	21,364.36	185	21,995.90	296	20,969.65
Office/Clerical	423	20,702.39	59	20,251.72	364	20,775.44
Skilled Craft	29	25,917.56	21	26,638.84	8	24,024.20
Service Maintenance	177	20,292.51	69	22,787.78	108	18,698.32
TOTALS:	4,569	30,745.65	1,300	33,478.90	3,269	29,658.71

Exempt Salary Plan 061

EEO Category	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Officials/Administrators	194	78,716.20	151	78,915.89	43	78,014.95
Professionals	192	43,637.69	56	57,963.92	136	37,738.66
Technicians	2	26,000.93	0	0.00	2	26,000.93
Protective Service	1	187,865.60	1	187,865.60	0	0.00
Paraprofessionals	17	23,845.07	4	37,538.28	13	19,631.78
Office/Clerical	65	31,013.94	27	35,849.39	38	27,578.22
Service Maintenance	151	5,490.14	108	5,782.32	42	4,620.53
TOTALS:	622	43,632.69	347	49,258.56	274	36,629.02

* Based on a 40-hour work week.

** Includes data from all state employees except university system employees and legislators.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
AVERAGE ANNUAL PAY BY EEO CATEGORY*
REGULAR, SEASONAL AND TEMPORARY EMPLOYEES**
1/26/2005

Blue Collar Pay Plan 062

EEO Category	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Protective Service	4	31,330.21	3	31,694.45	1	30,237.48
Skilled Craft	905	33,973.93	882	34,013.97	23	32,438.61
Service Maintenance	98	32,385.23	89	32,389.57	9	32,342.30
TOTALS:	1,007	33,808.82	974	33,858.39	33	32,345.64

Legislative Branch Pay Plan 063

EEO Category	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Officials/Administrators	13	69,592.08	6	93,305.70	7	49,266.12
Professionals	76	50,437.16	36	53,517.79	40	47,664.60
Technicians	10	42,376.81	6	42,191.75	4	42,654.40
Paraprofessionals	5	41,687.74	1	60,136.73	4	37,075.49
Office/Clerical	160	22,625.39	40	23,844.50	120	22,219.02
TOTALS:	264	34,053.75	89	42,174.63	175	29,923.71

* Based on a 40-hour work week.

** Includes data from all state employees except university system employees and legislators.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
AVERAGE ANNUAL PAY BY EEO CATEGORY*
REGULAR, SEASONAL AND TEMPORARY EMPLOYEES**
1/26/2005

Teachers' Pay Plan 064

EEO Category	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Professionals	32	39,045.99	18	38,810.21	14	39,349.14
TOTALS:	32	39,045.99	18	38,810.21	14	39,349.14

State Fund Pay Plan 065

EEO Category	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Officials/Administrators	20	78,854.44	11	83,633.82	9	73,012.97
Professionals	108	54,603.63	54	60,437.06	54	48,770.20
Technicians	53	33,980.57	4	55,570.84	49	32,218.10
Paraprofessionals	35	50,246.98	12	48,949.33	23	50,924.01
Office/Clerical	34	27,641.05	8	24,468.08	26	28,617.35
Skilled Craft	4	38,919.92	4	38,919.92	0	0.00
TOTALS:	254	47,753.43	93	57,469.60	161	42,140.98

* Based on a 40-hour work week.

** Includes data from all state employees except university system employees and legislators.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
AVERAGE ANNUAL PAY BY EEO CATEGORY*
REGULAR, SEASONAL AND TEMPORARY EMPLOYEES**
1/26/2005

Medical Professionals Pay Plan 067

EEO Category	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Professionals	19	117,914.73	14	115,862.22	5	123,661.76
Technicians	2	55,883.10	0	0.00	2	55,883.10
TOTALS:	21	112,006.95	14	115,862.22	7	104,296.43

Information Technology and Engineering Pay Plan 068

EEO Category	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
Officials/Administrators	19	59,758.13	14	59,677.68	5	59,983.39
Professionals	165	41,836.05	99	41,895.44	66	41,746.95
TOTALS:	184	43,686.70	113	44,098.55	71	43,031.21

* Based on a 40-hour work week.

** Includes data from all state employees except university system employees and legislators.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
AVERAGE ANNUAL PAY BY GRADE OR PAY BAND*
REGULAR EMPLOYEES ONLY
1/26/2005

Broadband Pay Plan 020

Pay Band	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
01	8	16,841.16	4	17,069.80	4	16,612.51
02	124	19,458.13	43	18,947.35	81	19,729.28
03	889	25,267.18	446	26,476.08	443	24,050.09
04	690	29,272.20	397	29,653.65	293	28,755.35
05	1,076	35,730.02	814	36,172.47	262	34,355.37
06	1,841	41,677.36	1,151	43,099.78	690	39,304.61
07	751	54,946.85	554	55,280.18	197	54,009.44
08	123	70,859.24	95	72,295.30	28	65,986.93
09	1	93,357.51	1	93,357.51	0	0.00
TOTALS:	5,503	38,243.78	3,505	40,257.55	1,998	34,711.12

Judicial Branch 030

Grade	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
	3	49,191.22	1	50,608.95	2	48,482.35
01	335	34,405.64	100	36,521.92	235	33,505.10
TOTALS:	338	34,536.88	101	36,661.39	237	33,631.49

* Based on a 40-hour work week.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
AVERAGE ANNUAL PAY BY GRADE OR PAY BAND*
REGULAR EMPLOYEES ONLY
1/26/2005

Statewide Classified Pay Plan 060

Grade	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
05	5	15,213.30	0	0.00	5	15,213.30
06	24	16,789.18	7	16,447.70	17	16,929.80
07	141	18,226.09	30	18,504.94	111	18,150.72
08	366	19,889.14	69	20,420.38	297	19,765.72
09	629	22,327.28	167	23,038.26	462	22,070.28
10	289	23,805.99	58	23,158.45	231	23,968.58
11	291	26,056.48	41	24,909.22	250	26,244.64
12	484	28,162.40	119	27,991.09	365	28,218.26
13	536	32,117.45	144	32,045.75	392	32,143.79
14	523	34,965.61	152	35,787.71	371	34,628.80
15	420	38,706.51	138	39,173.59	282	38,477.93
16	261	42,545.81	105	43,424.82	156	41,954.16
17	155	48,268.23	62	48,788.12	93	47,921.64
18	83	52,880.00	37	53,899.49	46	52,059.97
19	76	57,567.67	43	57,507.23	33	57,646.42
20	13	66,026.35	7	66,666.90	6	65,279.04
21	11	72,746.27	9	72,805.57	2	72,479.46
22	16	79,152.72	7	82,405.74	9	76,622.60
23	2	86,507.40	2	86,507.40	0	0.00
TOTALS:	4,325	31,138.05	1,197	34,257.06	3,128	29,944.49

Exempt Salary Plan 061

Grade	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
	417	53,624.65	241	60,897.21	176	43,666.22
TOTALS:	417	53,624.65	241	60,897.21	176	43,666.22

* Based on a 40-hour work week.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
AVERAGE ANNUAL PAY BY GRADE OR PAY BAND*
REGULAR EMPLOYEES ONLY
1/26/2005

Blue Collar Pay Plan 062

Grade	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
04	3	30,909.42	2	31,245.40	1	30,237.48
05	15	30,144.19	13	30,189.17	2	29,851.82
06	20	30,546.64	19	30,503.02	1	31,375.45
07	72	31,393.68	69	31,352.68	3	32,336.72
08	184	32,590.60	175	32,555.77	9	33,267.84
09	16	34,039.02	16	34,039.02	0	0.00
10	206	35,045.29	201	35,052.15	5	34,769.50
11	19	35,751.28	19	35,751.28	0	0.00
12	107	36,770.86	107	36,770.86	0	0.00
13	109	38,214.72	107	38,240.60	2	36,829.88
14	26	39,523.11	26	39,523.11	0	0.00
TOTALS:	777	34,727.87	754	34,772.29	23	33,271.50

Legislative Branch Pay Plan 063

Grade	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
	115	48,786.03	50	56,372.05	65	42,950.63
TOTALS:	115	48,786.03	50	56,372.05	65	42,950.63

* Based on a 40-hour work week.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
AVERAGE ANNUAL PAY BY GRADE OR PAY BAND*
REGULAR EMPLOYEES ONLY
1/26/2005

Teachers' Pay Plan 064

Grade	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
01	11	34,164.43	7	34,378.71	4	33,789.43
02	3	36,304.12	2	40,224.82	1	28,462.72
03	5	40,122.31	2	40,304.10	3	40,001.12
05	5	43,270.18	4	43,521.33	1	42,265.60
06	8	43,473.54	3	40,929.90	5	44,999.72
TOTALS:	32	39,045.99	18	38,810.21	14	39,349.14

State Fund Pay Plan 065

Grade	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
1A	4	20,010.12	1	18,844.80	3	20,398.56
1B	8	21,851.70	3	20,596.16	5	22,605.02
1C	17	25,676.87	3	25,066.08	14	25,807.75
1D	12	30,821.96	0	0.00	12	30,821.96
2A	32	31,348.07	2	32,186.96	30	31,292.14
2B	8	35,130.14	0	0.00	8	35,130.14
2C	5	37,560.22	4	38,919.92	1	32,121.44
2D	33	42,046.32	12	43,351.53	21	41,300.48
2E	23	47,690.96	8	47,867.82	15	47,596.64
3A	54	54,483.17	20	54,022.80	34	54,753.98
3B	19	61,425.48	13	62,256.50	6	59,624.93
3C	6	71,942.17	4	70,596.76	2	74,633.00
3D	17	74,270.44	14	76,241.21	3	65,073.49
3E	5	80,631.82	1	79,300.00	4	80,964.78
4A	1	86,523.84	1	86,523.84	0	0.00
EE	6	123,335.41	5	124,062.53	1	119,699.84
TOTALS:	250	48,202.99	91	58,293.81	159	42,427.73

* Based on a 40-hour work week.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
AVERAGE ANNUAL PAY BY GRADE OR PAY BAND*
REGULAR EMPLOYEES ONLY
1/26/2005

Medical Professionals Pay Plan 067

Grade	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
17	2	55,883.10	0	0.00	2	55,883.10
21	3	61,205.22	2	62,659.83	1	58,295.98
23	1	74,380.80	1	74,380.80	0	0.00
25	1	116,864.80	1	116,864.80	0	0.00
31	1	111,608.17	1	111,608.17	0	0.00
32	10	139,855.21	6	139,756.55	4	140,003.21
33	1	140,901.19	1	140,901.19	0	0.00
TOTALS:	19	112,509.94	12	117,301.16	7	104,296.43

Information Technology and Engineering Pay Plan 068

Grade	Total		Male		Female	
	Employees	Average Pay	Employees	Average Pay	Employees	Average Pay
13	13	32,635.88	6	31,321.30	7	33,762.66
14	38	37,762.78	19	37,131.33	19	38,394.23
15	71	41,982.91	43	41,402.17	28	42,874.75
16	36	48,176.72	26	47,457.18	10	50,047.51
17	14	54,538.28	12	56,187.00	2	44,645.98
18	4	60,369.56	3	60,217.95	1	60,824.40
19	3	63,012.94	1	61,612.88	2	63,712.97
20	1	69,546.59	0	0.00	1	69,546.59
22	1	84,142.40	1	84,142.40	0	0.00
TOTALS:	181	43,768.74	111	44,218.53	70	43,055.52

* Based on a 40-hour work week.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
NEW HIRES/REHIRES/TRANSFERS/TERMINATIONS*
REGULAR EMPLOYEES ONLY
1/20/2005

EEO Category	Current Workforce		
	Total	Female	Minority
Official and Administrators	1,082	351	19
Professionals	5,807	3,000	176
Technicians	1,739	1,281	63
Protective Service	829	103	25
Paraprofessionals	531	340	30
Office/Clerical	716	634	27
Skilled Craft	851	30	41
Service Maintenance	430	150	26
State Totals:	11,985	5,889	407

EEO Category	New Hires			Rehires		
	Total	Female	Minority	Total	Female	Minority
Official and Administrators	42	17	1	5	0	0
Professionals	512	258	10	109	61	6
Technicians	226	143	5	56	41	0
Protective Service	80	18	0	15	1	1
Paraprofessionals	112	82	9	23	13	0
Office/Clerical	163	146	3	45	36	2
Skilled Craft	40	9	0	11	0	0
Service Maintenance	68	34	1	10	5	1
State Totals:	1,243	707	29	274	157	10

EEO Category	Transfers			Terminations		
	Total	Female	Minority	Total	Female	Minority
Official and Administrators	22	13	0	125	43	3
Professionals	199	126	8	599	290	25
Technicians	81	64	3	306	177	10
Protective Service	8	3	0	119	15	4
Paraprofessionals	75	49	6	198	131	4
Office/Clerical	45	35	1	146	105	2
Skilled Craft	8	1	0	75	7	4
Service Maintenance	22	13	0	75	28	3
State Totals:	460	304	18	1,643	796	55

* Based on calendar year.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
WORKFORCE SUMMARY BY EEO CATEGORY AS OF 1/20/2005

EEO Category 1 Official and Administrators

	Percentages
Total Employees:	1,095
Males:	739
Females:	356
Minorities:	20
Age 40+:	983

EEO Category 2 Professionals

	Percentages
Total Employees:	6,019
Males:	2,898
Females:	3,121
Minorities:	188
Age 40+:	4,546

EEO Category 3 Technicians

	Percentages
Total Employees:	2,096
Males:	675
Females:	1,420
Minorities:	65
Age 40+:	1,464

EEO Category 4 Protective Service

	Percentages
Total Employees:	840
Males:	732
Females:	108
Minorities:	25
Age 40+:	488

EEO Category 5 Paraprofessionals

	Percentages
Total Employees:	600
Males:	226
Females:	374
Minorities:	30
Age 40+:	392

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION - STATE EEO PROGRAM
WORKFORCE SUMMARY BY EEO CATEGORY AS OF 1/20/2005

EEO Category 6 Office/Clerical

		Percentages
Total Employees:	1,045	
Males:	187	17.89%
Females:	858	82.11%
Minorities:	31	2.97%
Age 40+:	706	67.56%

EEO Category 7 Skilled Craft

		Percentages
Total Employees:	1,107	
Males:	1,060	95.75%
Females:	47	4.25%
Minorities:	50	4.52%
Age 40+:	886	80.04%

EEO Category 8 Service Maintenance

		Percentages
Total Employees:	676	
Males:	439	64.94%
Females:	236	34.91%
Minorities:	32	4.73%
Age 40+:	491	72.63%

State Totals

		Percentages
Males:	6,956	51.61%
Females:	6,520	48.38%
Minorities:	441	3.27%
Age 40+:	9,956	73.87%
Total Employees:	13,478	

LABOR RELATIONS STATUS REPORT

Bargaining Units by Agency

<u>Union</u>	<u>Bargaining Unit</u>	Pay	No.
		Plan*	Empls
Administration			
Laborers International Union	026-Maintenance	62	6
MEA-MFT	043-ITSD Division	20	14
Pacific Northwest Regional Council of Carpenters	045-General Service	62	3
MPEA	064-PERA	20	21
Pacific Northwest Regional Council of Carpenters	076-General Service	62	2
Total			46
Agriculture			
MPEA	041-Agriculture	60,68	58
Total			58
Board of Education			
MEA-MFT	072-MSDB Professionals	60, 61	63
UFCW	082-MSDB Care & Service	60, 61	24
Total			87
Corrections			
Pacific Northwest Regional Council of Carpenters	044-Montana State Prison	62	1
International Assn of Machinists	047-Montana State Prison	62	2
Teamsters	028-Montana State Prison	62	5
IBEW	012-Montana State Prison	62	2
MEA-MFT	005-Montana State Prison	20,64	421
MEA-MFT	016-Montana Women's Prison	20	50
MEA-MFT	051-Pine Hills Teachers	64	13
MEA-MFT	015-Probation & Parole	20	158
MPEA	068-Pine Hills Custody Staff	20	78
MPEA	069-Pine Hills Professionals	20	7
United Assn of Plumbers	018-Montana State Prison	62	2

Union	Bargaining Unit	Pay	No.
		Plan*	Empls
MEA-MFT	087-Youth Corr. Facility	20,64	18
Pacific Northwest Regional Council of Carpenters	021-Montana State Prison	62	1
Total			758

Environmental Quality

MPEA	034-Environmental Quality	20	252
Total			252

Fish, Wildlife & Parks

MEA-MFT	073-Biologists	20	116
MPEA	040-Game Wardens	20	77
Total			193

Historical Society

Pacific Northwest Regional Council of Carpenters	076-Admin/Historical Society	62	1
MEA-MFT	066-Historical Society	60,68	47
Total			48

Justice

MPEA	048-Criminal Investigators	20	24
MPEA	078-Communications Center	60	34
MPEA	050-Drivers Exam	60	74
MPEA	036-Highway Patrol	20	154
MPEA	030-Title & Registration	60	41
Motor Vehicle Inspectors	088-Motor Vehicle Inspectors	20	4
Total			331

Labor & Industry

Labor Appeals Union	071-Hearings Officers	60	9
MPEA	038-Labor & Industry	20,60	498
Total			507

Union	Bargaining Unit	Pay Plan*	No. Empls
Military Affairs			
MEA-MFT	086-Youth Challenge Program	20	36
Great Falls Firefighters Assn	009-Great Falls Airport	20	21
Teamsters	080-Maintenance	62	8
Total			65
Natural Resources			
International Assn of Machinists	046-Forestry Division	62	9
MPEA	084-Land Office Admin Support	20	21
Total			30
Office of Public Instruction			
MPEA	063-Office of Public Instruction	68,60	137
Total			137
Public Health & Human Services			
AFSCME	003-MDC Care & Service	60	204
AFSCME	004-MCDC Care & Service	60	22
MEA-MFT	061-DPHHS Central Office	20,68	543
MEA-MFT	065-MCDC Counselors	60	10
MEA-MFT	057-MDC Professionals	60	15
MEA-MFT	053-MMHNCC LPNs	20	1
MEA-MFT	023-MSH Care & Service	60	232
MEA-MFT	024-MSH Professionals & LPNs	60	66
MEA-MFT	070-Montana Veterans Home	60	107
Montana Nurses Association	013-Montana State Hospital RNs	60	37
Montana Nurses Association	075-Montana Veterans Home RNs	60	17
Montana Nurses Association	054-Public Health Nurses	60	6
MPEA	042-Human Service Offices	60	253
MPEA	059-MMHNCC Direct Care	60	94
MPEA	019-Quality Assurance Division	20,60	205
MPEA	052-Social Workers	60	213
Operating Engineers Local 400	007-MDC Boiler Operators	62	4
Pacific Northwest Regional Council of Carpenters	021-Montana Developmental Center	62	2
Warm Springs Craft Council	008-MSH Trades and Crafts	62	26

Union	Bargaining Unit	Pay No.
		Plan* Empls
International Assn of Machinists	047-Montana Developmental Center	62 1
Total		2058
Revenue		
MPEA	031-Liquor Warehouse	62 7
MPEA/MEA-MFT Local 4993	006-Revenue Employees	60,68 445
Total		452
State Fund		
MPEA	067-Montana State Fund	65 206
Total		206
Transportation		
AFSCME	001-Maintenance	20,62 500
MPEA	035-Non-Maintenance	20 814
Public Employees Craft Council	002-Maintenance	20,62 400
Total		1714
Grand Total		6942

Pay Plan Codes:

- 20-Broadband Pay Plan**
- 60-Statewide Pay Plan**
- 61-Exempt from Classification**
- 62-Blue Collar Pay Plan**
- 64-Teachers Pay Plan**
- 65-State Fund Pay Plan**
- 68-Engineers and IT Pay Plan**

Bargaining Units by Union

<u>Department</u>	<u>Bargaining Unit</u>	<u>Pay Plan*</u>	<u>No Empls</u>
American Federation of State, County & Municipal Employees (AFSCME)			
Transportation	001-Maintenance	20,62	500
Public Health & Human Services	003-Developmental Center	60	204
Public Health & Human Services	004-Chemical Dependency Center	60	22
Total			726
Great Falls Firefighters Association			
Military Affairs	009-Great Falls Airport	20	21
Total			21
International Association of Machinists (IAM)			
Corrections/PHHS	047-Montana State Prison /MDC	62	3
Natural Resources	046-Forestry Division	20,62	9
Total			12
International Brotherhood of Electrical Workers (IBEW)			
Corrections	012-Montana State Prison	62	2
Total			2
International Brotherhood of Teamsters ("Teamsters")			
Corrections	028-Montana State Prison	62	5
Military Affairs	080-Maintenance	62	8
Total			13
International Union of Operating Engineers Local 400			
Public Health & Human Services	007-MDC Boiler Operators	62	4
Total			4
Laborers International Union			
Administration	026-Maintenance	62	6
Total			6
Labor Relations & Appeals Union			
Labor & Industry	071-Hearings Officers	60	9
Total			9

MEA-MFT

Administration	043-IST Division	20	14
Board of Education	072-School for the Deaf & Blind	60, 61	63
Corrections	005-Montana State Prison	20	421
Corrections	016-Montana Women's Prison	20	50
Corrections	051-Pine Hills Teachers	64	13
Corrections	015-Probation & Parole	20	158
Fish, Wildlife & Parks	073-Biologists	20	116
Historical Society	066-Historical Society	60, 68	47
Public Health & Human Services	061-Central Office	20, 68	543
Public Health & Human Svrs	053-MMHNC LPNs	20	1
Public Health & Human Services	057-MDC Professionals	60	15
Public Health & Human Services	065-MCDC CD Counselors	60	10
Public Health & Human Services	023-MSH Care & Service	60	232
Public Health & Human Services	024-MSH Professionals and LPNs	60	66
Public Health & Human Services	070-Montana Veterans Home	62, 60	107
Military Affairs	086-Youth Challenge Program	20	36
Corrections	087-Riverside Youth Correctional	20, 64	18
Total			1910

Montana Nurses Association (MNA)

Public Health & Human Services	054-Public Health Nurses	60	6
Public Health & Human Services	013-Montana State Hospital RNs	60	37
Public Health & Human Services	075-Montana Veterans Home	60	17
Total			60

Montana Public Employees Association (MPEA)

Administration	064-PERA	20	21
Agriculture	041-Agriculture	60	58
Corrections	068-Pine Hills Custody Staff	20	78
Corrections	069-Pine Hills Professionals	20	7
Environmental Quality	034-Environmental Quality	20	252
Fish, Wildlife & Parks	040-Game Wardens	20	77
Justice	078-Communications Center	60	34
Justice	048-Criminal Investigators	20	24
Justice	050-Drivers Exam	60	74
Justice	036-Highway Patrol	20	154
Justice	030-Title & Registration	60	41
Labor & Industry	038-Labor & Industry	20, 60	498
Natural Resources & Cons.	084-Land Office Admin Support	20	21
Office of Public Instruction	063-Office of Public Instruction	60, 68	137
Public Health & Human Services	042-Human Offices	60	253
Public Health & Human Services	059-MMHNCC Care & Service	60	94
Public Health & Human Services	019-Quality Assurance Division	20, 60	205
Public Health & Human Services	052-Social Workers	60	213
Revenue	031-Liquor Warehouse	62	7
State Fund	067-State Fund	65	206
Transportation	035-Non-Maintenance	20	814
Total			3268

MPEA/MEA-MFT Local 4993

Revenue	006-Revenue	60,68	445
Total			445

Pacific Northwest Regional Council of Carpenters

Corrections	044-Montana State Prison (Painter)	62	1
Admin/Historical Society	076-Carpenters	62	3
PHHS/ Correction	021-Developmental Center /MSP	62	3
Administration	045-General Services Division	62	3
Total			10

Public Employees Craft Council

Transportation	002-Maintenance	20,62	400
Total			400

United Association of Plumbers, AFL-CIO

Corrections	018-Montana State Prison	62	2
Total			2

United Food and Commercial Workers (UFCW)

Board of Education	082-MSDB Care & Service	60,61	24
Total			24

Warms Springs Craft Council

Public Health & Human Services	008-MSH Trades and Crafts	62	26
Total			26

Motor Vehicle Inspectors

Justice	088-Motor Vehicle Inspectors	20	4
Total			4

GRAND TOTAL			6942
--------------------	--	--	-------------

Pay Plan Codes:

20-Broadband Pay Plan
60-Statewide Pay Plan
61-Exempt from Classification
62-Blue Collar Pay Plan
64-Teachers Pay Plan
65-State Fund Pay Plan
68-Engineers and IT Pay Plan